



Consulting and Training | Reach New Heights

**Course Name**

# Diversity & Inclusion in Talent Acquisition

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**Sector Name**

HR Strategy and Training

**Document Type**

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## Diversity & Inclusion in Talent Acquisition

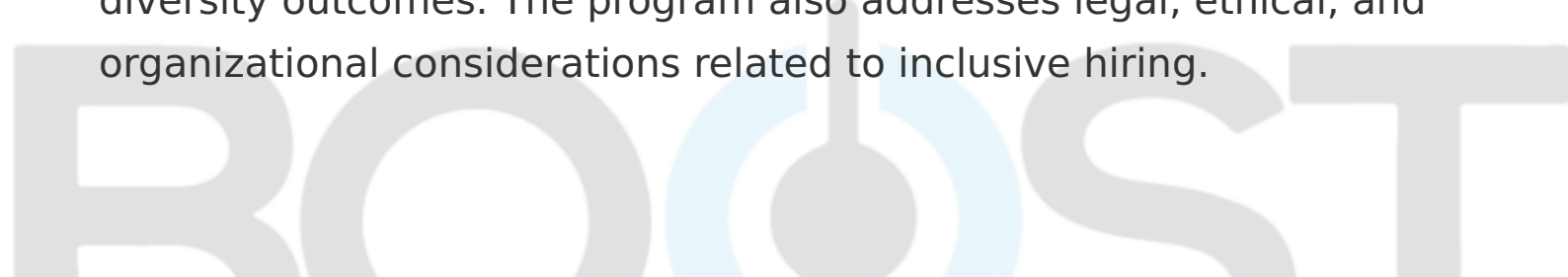
### Course Introduction

Diversity and inclusion have become essential elements of effective talent acquisition strategies. Organizations that actively embed inclusive practices into their hiring processes are better positioned to attract a broader talent pool, reduce bias, enhance employer brand, and build high-performing, innovative teams.

**The Diversity & Inclusion in Talent Acquisition course** is designed for professionals involved in recruitment and workforce planning who are seeking to deepen their understanding of inclusive hiring practices.

Within **BOOST**, this program focuses on how diversity and inclusion principles can be practically integrated into talent acquisition strategies, processes, and decision-making.

The course emphasizes both mindset and methodology. Participants explore unconscious bias, inclusive sourcing strategies, equitable assessment techniques, and data-driven approaches to monitoring diversity outcomes. The program also addresses legal, ethical, and organizational considerations related to inclusive hiring.



By combining awareness with practical tools, this course equips participants with the skills needed to design and implement talent acquisition practices that promote fairness, diversity, and inclusion while supporting organizational performance and long-term workforce sustainability.

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## Diversity & Inclusion in Talent Acquisition

### Target Audience

- ✓ Talent acquisition and recruitment professionals
- ✓ HR managers and HR business partners
- ✓ Hiring managers and interview panel members
- ✓ Workforce planning and employer branding professionals
- ✓ Diversity and inclusion practitioners
- ✓ Public and private sector professionals involved in hiring decisions

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## Diversity & Inclusion in Talent Acquisition

### Learning Objectives

- ✓ Understand the importance of diversity and inclusion in talent acquisition
- ✓ Identify and manage unconscious bias in recruitment processes
- ✓ Apply inclusive sourcing and outreach strategies
- ✓ Design equitable selection and assessment practices
- ✓ Use data to monitor and improve diversity outcomes
- ✓ Align talent acquisition practices with organizational D&I goals
- ✓ Ensure ethical and compliant hiring practices
- ✓ Contribute to inclusive organizational culture through recruitment

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## Diversity & Inclusion in Talent Acquisition

### Course Outline

#### ✓ DAY 1

##### **Foundations of Diversity and Inclusion in Talent Acquisition**

- ✓ Understanding diversity, equity, and inclusion concepts
- ✓ Business and organizational case for inclusive hiring
- ✓ D&I in the context of talent acquisition
- ✓ Legal and ethical considerations in recruitment
- ✓ Common barriers to inclusive hiring
- ✓ Role of recruiters and hiring managers in D&I

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## Diversity & Inclusion in Talent Acquisition

### Course Outline

#### ✓ DAY 2

##### **Inclusive Sourcing and Attraction Strategies**

- ✓ Expanding talent pools through inclusive sourcing
- ✓ Employer branding and inclusive messaging
- ✓ Outreach to diverse candidate communities
- ✓ Job descriptions and language inclusivity
- ✓ Digital platforms and inclusive recruitment channels
- ✓ Managing bias in attraction strategies

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## Diversity & Inclusion in Talent Acquisition

### Course Outline

#### ✓ DAY 3

##### **Fair and Equitable Selection Processes**

- ✓ Designing structured and objective selection processes
- ✓ Interview techniques that reduce bias
- ✓ Inclusive assessment tools and methods
- ✓ Evaluating skills, potential, and cultural contribution
- ✓ Panel diversity and decision-making practices
- ✓ Documenting and justifying hiring decisions

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## Diversity & Inclusion in Talent Acquisition

### Course Outline

#### ✓ DAY 4

##### **Data, Metrics, and Continuous Improvement**

- ✓ Using data to assess diversity outcomes
- ✓ Recruitment metrics and diversity indicators
- ✓ Monitoring candidate experience and fairness
- ✓ Identifying gaps and improvement opportunities
- ✓ Reporting diversity performance
- ✓ Aligning metrics with organizational goals

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## Diversity & Inclusion in Talent Acquisition

### Course Outline

#### ✓ DAY 5

##### **Embedding Inclusion and Sustaining Impact**

- ✓ Integrating D&I into recruitment policies and guidelines
- ✓ Collaboration with leadership and stakeholders
- ✓ Managing resistance and driving change
- ✓ Building accountability for inclusive hiring
- ✓ Best practices and case examples
- ✓ Developing a personal inclusive hiring action plan
- ✓ Course review and key takeaways

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## Diversity & Inclusion in Talent Acquisition

### Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 15, 2026	June 19, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Aug. 3, 2026	Aug. 7, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Nov. 2, 2026	Nov. 6, 2026	5 days	4250.00 \$	UAE , Dubai
March 15, 2027	March 19, 2027	5 days	5950.00 \$	USA , Los Angeles

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